

Headquarters U.S. Air Force

Integrity - Service - Excellence

**GUIDELINES FOR
3849/T-ODP
COMMENTS**



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OVERVIEW

- **Purpose of AF 3849**
 - **Guidelines for filling out AF 3849**
 - **Helpful/Unhelpful Comments**
- **Purpose of T-ODP**
 - **Guidelines for filling out T-ODP**
 - **Helpful/Unhelpful Comments**



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Purpose of AF 3849

- **AF 3849 is used for recommendations to a particular program. It is a snapshot of an officer's career as it pertains to the program which he/she is applying**
- **It's a tool for the officer to describe what program and why he or she should be selected**
- **It is an avenue in which the senior rater ranks this officer, describes why this officer should attend, and how this program fits into the officer's overall developmental plan**



Guidelines for filling out AF 3849

- **Stratify the officer**
- **Address officer availability**
- **Give push for a particular school/s and how it/they will benefit the officer and Air Force long-term**
- **Give a Post-IDE/SDE assignment recommendation**



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Helpful Comments

Name:			CAT	0	
Yr Grp:	91	CORE:	13B	SCORE	0
Select:	FALSE	RTDM:	NOT APPLICABLE	TOS - Jun '05	0
Re-Val:	FALSE			On Assignm ent:	0

CC				
Senior Rater Information:	SR Stats (IDE)	Eligible	Nominat ed	Percent
BG	Selects:	4	2	50%
Unit:	Candidates:	41	10	24%
Phone:				USAF Average

Vector:	Keep on command track with in-residence IDE; maximize joint/combined ops experience at sister service school.
Rationale:	Exceptional breadth of tactical/ops experience. Continue professional development emphasizing joint/strategic doctrine. Outstanding record with clear grasp of airpower employment--great choice for IDE.
Comments:	My #6/45 candidates. Combat-tested airpower expert! Proven leadership mettle as DO at high-threat site in Iraq for extended period. Exactly what the AF needs for senior command/staff. IDE now, joint duty, then command.



Helpful Comments

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Name:	Vector: Keep on command track with in-residence IDE; maximize joint/combined ops experience at sister service school.	CAT	0
Yr Grp:	91	CORE: 13B	SCORE 0
Select:	Rationale: Exceptional breadth of tactical/ops experience. Continue professional development emphasizing joint/strategic doctrine. Outstanding record with clear grasp of airpower employment--great choice for IDE.	PTDM: NOT APPLICABLE	0
Re-Val:	FALSE	TDS - Jap 105	0
Senior Rater	Comments: My #6/45 candidates. Combat-tested airpower expert! Proven leadership mettle as DO at high-threat site in Iraq for extended period. Exactly what the AF needs for senior command/staff. IDE now, joint duty, then command.	CC	0
BG	Selects: 4	2	50%
Unit:	Candidates: 41	10	24%
Phone:			69%
Vector:	Keep on command track with in-residence IDE; maximize joint/combined ops experience at sister service school.		22%
Rationale:	Exceptional breadth of tactical/ops experience. Continue professional development emphasizing joint/strategic doctrine. Outstanding record with clear grasp of airpower employment--great choice for IDE.		
Comments:	My #6/45 candidates. Combat-tested airpower expert! Proven leadership mettle as DO at high-threat site in Iraq for extended period. Exactly what the AF needs for senior command/staff. IDE now, joint duty, then command.		



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Helpful Comments

Name:			CAT	0
Yr Grp:	86	CORE:	21A	SCORE
Select:	FALSE	RTDM:	NOT APPLICABLE	TOS - Jun '05
Re-Val:	FALSE			On Assignm ent:

Senior Rater Information:	SR Stats (IDE)	Eligible	Nominat ed	Percent	USAF Averag e
	Selects:	2	1	50%	69%
	Candidates:	8	4	50%	22%

Unit:	
Phone:	
Vector:	A must for any SDE. ICAF is the perfect ODP, then prioritize Naval, Air & Army War Colleges.
Rationale :	With Army IDE and AWC in coorespondence, ICAF is right choice for this premier logistian. Otherwise, send him to Naval, Army or Air War College.
Comment s	An exceptional leader and a must for SDE. A brilliant two time MX Sq/CC, Jim's proven time & again he's at top of his peer group. Perfect timing to attend SDE summer '05. Follow with critical joint logistics/AFMC job.



Helpful Comments

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Name:	Vector: A must for any SDE. ICAF is the perfect ODP, then prioritize Naval, Air & Army War Colleges.	647	0
Yr Grp:	86	CORE: 21A	SCORE
Select:	FALSE	RTDM: NOT APPLICABLE	TOS - Jun '05
Re-Val:	FALSE	Rationale: With Army IDE and AWC in coorespondence, ICAF is right choice for this premier logistician. Otherwise, send him to Naval, Army or Air War College.	Assignm ent: CC
Senior Rater	Comments: An exceptional leader and a must for SDE. A brilliant two time MX Sq/CC, Jim's proven time & again he's at top of his peer group. Perfect timing to attend SDE summer '05. Follow with critical joint logistics/AFMC job.	Nominat e: 1	USAF Averag e: 69%
Unit:		Candidates: 8 4	22%
Phone:			
Vector:	A must for any SDE. ICAF is the perfect ODP, then prioritize Naval, Air & Army War Colleges.		
Rationale	With Army IDE and AWC in coorespondence, ICAF is right choice for this premier logistician. Otherwise, send him to Naval, Army or Air War College.		
Comment	Perfect timing to attend SDE summer '05. Follow with critical joint logistics/AFMC job.		



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Unhelpful Comments

Name:			CAT	0
Yr Grp:	86	CORE:	21A	SCORE
Select:	FALSE	RTDM:	NOT APPLICABLE	TOS - Jun '05
Re-Val:	FALSE			On Assignm ent:

Senior Rater Information:		SR Stats (IDE)	Eligible	Nominat ed	Percent	USAF Averag e
BG						
Unit:						
Phone:						

Vector: AWC is a great fit for him.

Rationale: Lets keep his corporate knowledge in the "blue" education system.

Comments He has worked in a pressure cooker here at Andrews. He has been directly responsible for the most visible aircraft in the world. Keep him moving with an AWC slot in 05.



Unhelpful Comments

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Name:	<u>Vector:</u>	AWC is a great fit for him.			CAT	0
Yr Grp:	<u>Rationale:</u>	Lets keep his corporate knowledge in the "blue" education system.			RTDM:	0
Select:	FALSE	Comments: He has worked in a pressure cooker here at Andrews. He has been directly responsible for the most visible aircraft in the world. Keep him moving with an AWC slot in 05.			TOS - Jun '05	0
Re-Val:	FALSE	Comments: He has worked in a pressure cooker here at Andrews. He has been directly responsible for the most visible aircraft in the world. Keep him moving with an AWC slot in 05.			On Assignment:	0
Senior Rater	Information:	SR Stats (IDE)	Eligible	Nominated	Percent	USAF Average
BG		Selects:	6	5	83%	69%
Unit:		Candidates:	31	3	10%	22%
Phone:						
Vector:	AWC is a great fit for him.					
Rationale:	Lets keep his corporate knowledge in the "blue" education system.					
Comments	He has worked in a pressure cooker here at Andrews. He has been directly responsible for the most visible aircraft in the world. Keep him moving with an AWC slot in 05.					



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Unhelpful Comments

Name:		CAT	0
Yr Grp:	0	CORE:	42G
Select:	FALSE	RTDM:	NOT APPLICABLE
Re-Val:	FALSE	TOS - Jun '05	0
		On Assignment:	0
		CC	0

Senior Rater Information:	SR Stats (IDE)	Eligible	Nominated	Percent	USAF Average
	Selects:	3	3	100%	69%
	Candidates:	13	13	100%	22%

Unit:	
Phone:	
Vector:	First: Air Command & Staff College; Second: AFIT
Rationale:	Immerse in air and space power studies at ACSC. Second best option invests in education for even higher return for our Airmen and commanders.
Comments:	Top candidate. Built AF station from decaying Army facility. Aggressive leadership stabilized workforce flustered by high ops tempo and intense Congressional scrutiny. Safeguarding our force. IDE then larger command.



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Unhelpful Comments

Name:	Vector: First: Air Command & Staff College; Second: AFIT	CAT	0
Yr Grp:	0 Rationale: Immerse in air and space power studies at ACSC. Second best option invests in education for even higher return for our Airmen and commanders.	DRE	0
Select:	FALSE	RTDM: NOT APPLICABLE	TOS - Jun '05
Re-Val:	FALSE	On Assignment:	0
Senior Rater	Information	Comments: Top candidate. Built AF station from decaying Army facility. Aggressive leadership stabilized workforce flustered by high ops tempo and intense Congressional scrutiny. Safeguarding our force. IDE then larger command.	CC
Unit:	SR Stats (IDE)	Eligible	Percent
Phone	Selects: 3	3	100%
	Candidates: 13	13	100%
			69% 22% USAF Average
Vector:	First: Air Command & Staff College; Second: AFIT		
Rationale:	Immerse in air and space power studies at ACSC. Second best option invests in education for even higher return for our Airmen and commanders.		
Comments:	Top candidate. Built AF station from decaying Army facility. Aggressive leadership stabilized workforce flustered by high ops tempo and intense Congressional scrutiny. Safeguarding our force. IDE then larger command.		



Purpose of T-ODP

- **The T-ODP is more than a dream sheet. If used correctly, it is a professional developmental roadmap for the officer**
- **Members may still express their location/personal desires, but T-ODP reviewers should map out at least the next 5 years for the officer...think strategically not the next job**



Guidelines for filling out T-ODP

Before inserting comments, reviewers ask yourself these questions:

- What is the officer's future potential**
- Is the officer ready for more responsibility and if so at what level**
- Does the officer require additional depth in AFSC or can they benefit from an additional skill pairing/broadening tour**
- Does this officer have the potential to be a leader in your AFSC and if so what things will help mature the officer**



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Helpful Comments

- **Destined to be a commander in our business so being an ops officer is definitely a strong contender but timing is an important issue. My preference at this time is Air Staff NMCC then on the Joint Staff in J3 but be aware she meets her O5 board in 2005 Will do well anywhere we place. Passionate space operator..numerous experiences as indicated in her record. Will truly do well as a nuclear DO.**



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Helpful Comments

- **Awesome officer! Make top priority to select for IDE in-residence--AFIT PhD would definitely support her background and talent. Selection as a MSS/CC is a must. Extensive wing experience, along with broad Air Staff/AFPC time provide corporate and “in the trenches” knowledge for leadership of an MSS. Leadership, initiative and ability to perform warrant selection for our toughest personnel and manpower jobs, specifically those in command, joint and analysis areas. MAJCOM/JT--preferably close to the fight**



Unhelpful Comments

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- **Recommend assignment to position #10166379 at Whiteman AFB. This assignment would provide officer with significant experience needed to pursue flight test engineering & astronaut training.**
- **If an intermediate level job is not available in Colorado Springs, then recommend a C-Springs base-level leadership job or an overseas intermediate or base-level leading to Flt/CC or equivalent**



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QUESTIONS?

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